

WASHINGTON STATE APPRENTICESHIP AND TRAINING COUNCIL

JANUARY 15 – 16, 2004

9:00 AM

MINUTES

THURSDAY SESSION

Chairman Pete Crow called the meeting to order at 9:06 a.m. Chairman Crow lead the Pledge of Allegiance to the flag.

A moment of silence for a South Puget Sound Carpenter JATC apprentice, Colin Gregory, who passed away November 11, 2003, when knocked off a ladder while leaning over to attempt to catch a plywood that was falling off the roof.

The roll call was taken and a quorum of the Council was present.

Greetings were given by Joel Sacks, Deputy Director of Labor and Industries.

MINUTES: M/S/C October 16 – 17, 2003 as written

CERTIFICATES OF MERITORIOUS SERVICE:

<u>Name</u>	<u>Organization</u>
Karen Carter	NW Washington Electrical JATC
Win Falk	Boeing/IAM JATC
Carl Ritcheson	Boeing/IAM JATC
Frank Raine	IBEW-NECA Electrical Training Center
Mike Yonich	Grays Harbor Area Carpenters Apprenticeship Committee
Karen Carter	WSATC

CORRESPONDENCE: M/S/C as presented

Chairman Crow introduced and welcomed Mr. Richard Schrader, from the sheet metal industry.

REPORTS:

State Board for Community and Technical Colleges

Jim Crabbe from the State Board for Community and Technical Colleges reported on several points.

We've met with and provided some input to L&I's apprenticeship staff about how we might improve the quality of the recommendations we give to the Council with regard to the approval of RSI.

The primary part of that input has to do with getting copies of comparable standards to review alongside of the RSI we're reviewing so we can take a look at what really has already been approved and then make a better recommendation to the Council.

That's the primary recommendation we're making. We've also provided some input with regard to the forms and so forth. So we look forward to those improvements.

Second topic is Substitute House Bill 1061. I've handed out to you an interim report that was briefed to the legislature yesterday. It was actually provided to the legislature on December 15th. But as you'll remember, that bill has to do with the creation of or the reducing of barriers for apprentices to receive associate level degrees.

We presented to the legislature the fact that there are a number of conflicting messages around apprenticeship and, actually, tuition and how we fund apprenticeships. And so we pointed that out to the legislature.

First of all, we are being asked to continually increase the number of apprentices and apprenticeship programs. But the fact that tuition is waived in apprenticeship courses, two-thirds of the tuition is waived, it makes it very difficult as this population increases for colleges to continue to grant that waiver. So we pointed that message out to the legislature.

They continued to cut the budget of the community college system and have told the community college system that they need to make up those cuts by increasing tuition. And over the last three years, tuition has skyrocketed, as you've heard, both in the four-year colleges and in the two-year colleges. So the problem we have is, as we increase the number of apprentices and the number of waivers while we're being cut, funding becomes an issue. So it's kind of a conflicting message.

Now, the bill also required the state board to convene a working group of apprenticeship practitioners to take a look at the barriers to associate level degrees and also to look at language around the ungraded waiver and how apprenticeship programs were funded.

So the first phase was to meet with practitioners. The second phase took place in October and November with a group of policymakers, including all the required participants of that bill. And they reviewed and studied the policy options and provided them to the state board.

A number of people on the committee served, Susan, Patrick, others from the apprenticeship trust, and so forth served on that group, and then they provided recommendations to the State Board for Community and Technical Colleges with regard to the apprenticeship program, barriers to apprenticeship degrees, and the tuition waiver. The recommendations also were put into the report, which is at the back table for those of you who might wish to pick up a copy. Or if they're all gone, you can contact me and get one.

There were a number of recommendations in that interim report. First was to recognize that our colleges are already providing and promoting degrees. Some 350 AA degrees have been granted in the last five years.

Second thing that was recommended was to clarify the ability to grant letter grades. As you know, the basis for the apprenticeship waiver is the fact that the waiver was based on ungraded courses; so that kind of flies in the face of trying to get a degree when we're saying that we'll only waive tuition if it's an ungraded course. Ungraded courses normally don't bear credit, so it's very difficult to parlay those credits into a degree.

The college system is receiving conflicting messages from the policymakers in the legislature regarding the college's role in supporting apprenticeship – granting the tuition waiver, but make up the cuts to the college system by increasing tuition.

And finally the fourth was to form an implementation committee continuing to work on specific issues related to granting degrees as outlined in the report, also to contact apprenticeship trusts that might wish to start AA degrees and facilitate that process.

Now, I just think a little bit of an explanation of the tuition waiver situation is in order. And so I'll give you a little information on the different types of tuition waivers that are granted by the college system.

The system grants about \$70 million annually overall in waivers. There are four categories of waiver: first of all, parent education; next, basic skills; thirdly the apprenticeship waiver; and then a whole series of college locally based waivers. In other words, the boards of trustees of colleges have the authority to grant waivers based on different categories.

The state board had a meeting of policymakers to review the inputs from the various work groups that worked on each of these waivers to look at all of the waivers in concert. And they will be discussing their recommendations to the state board at its January 22nd meeting. And public comments will be possible at that meeting. That will be followed up in March with a discussion that will actually be a public hearing around these different waivers.

Now, just to tell you briefly what the recommendations will be so that you're prepared to make comment on this, the parent education waiver will be eliminated. The basic skills students will be charged about \$25 -- well, they'll be charged \$25 per student per quarter. Apprenticeship waiver will be reduced from 67 percent down to 50 percent, and that will be at the discretion of the colleges. Now, the reason that will be at the discretion of the colleges is to level the playing field with regard to the difference between technical colleges and community colleges.

Currently technical colleges don't live under the same rules that community colleges do with regard to mandated waivers. This will place all colleges on a level playing field and enable them all to deal more equitably. It also takes the waiver out of this ungraded category and places it as a discretionary waiver, which will enable us to clean up the language around credit bearing courses for apprentices.

We think in the context of the reduction of all of these waivers, we're very happy that we've been able to preserve the apprenticeship waiver. We were fearful that we might have lost it totally. But I think this is a positive step for us to be able to retain the apprenticeship waiver. And as I mentioned, the State Board for Community and Technical Colleges will be discussing these recommendations at their January 22nd meeting.

Also the 450 FTE, set aside pool of apprenticeship FTEs, will have to take a look at that with regard to trying to moderate the effects of the tuition waiver decrease. We'll be putting together a working group to continue to work on the associate degrees and also to look at these issues. So if anyone would like to serve on that committee, they should contact me and volunteer. We would like to have representation.

The report on the Bill 1061 was made into an interim report. And we only reported on the portion dealing with the barriers to associate level degrees. The second half dealing with the waiver was deferred because of this broader discussion on all tuition waivers for the system. The system felt it was more fair and actually, you know, better to look at all four of the waivers, all waiver categories at the same time in concert, rather than look at them in isolation. We hope to have those decisions made by March. And then at that time we will render a final report on 1061 to the legislature.

The technical colleges, when they came into the system back around '90, they had the ability to contract and do things separately, when they were brought in the college system, they were exempted from the rules around fees and contracting. There was a distinction made by the legislature with regard to what rules would govern them in that area because they were primarily technical schools. Most of them were BTIs or technical schools associated with the K-12 system. So their rules were different from the community colleges' rules with regard to contracting and those kinds of issues.

This approach will level the playing field so all colleges will deal with apprenticeship in the same way.

Council member Johnson asked if there was any discussion in these meetings about community colleges that are heavily invested in apprenticeship and how this waiver is going to impact them and a sort of deterrent for those community colleges to shy away from apprenticeship?

Mr. Crabbe replied that indeed that is primary. You'll see in the report there that 70 percent -- approximately 70 percent of the apprenticeship business is handled by four colleges. There are 23 overall colleges out of the 34 who deal with apprenticeship. But 70 percent of the FTE are at four colleges -- Olympic, Spokane, Renton, and South Seattle.

South Seattle is the biggest FTE. And of course, when you're waiving all that tuition in one college, and your budget is totally cut, and you're told to make up the cuts in tuition revenue, it really puts a hurt on those particular colleges.

Mr. Johnson wanted to know the sense of what is going to happen with these if we're reducing the waivers from 67 percent to 50 percent? Was there ever any discussion in terms of a percentage level? If a community college or institution has a certain percentage of their total curriculum as apprenticeship, that they be either exempted or, you know, put in a separate category to be dealt with so we don't impact those institutions specifically?

Mr. Crabbe responded that was part of the rationale for taking the waiver to an "up to 50 percent" and putting the waiver authority at the college instead of mandating it from the state level. That will allow colleges to deal with their program mix and their economic feasibility on a case-by-case basis.

Council member Crane interjected that it was a significant area of discussion, and it's clearly an ongoing problem that we need to be looking at fixing in this state because those colleges that have apprenticeship are in a world of hurt when it comes to the financial impact. And we don't want there to be a disincentive. And there were several things that came up as possibilities for further discussion, such as apprenticeship centers and also looking at ways to not penalize those colleges that are heavy on apprenticeship.

Mr. Crabbe added additional information on a bit of the detail on what this really means based on current community college tuition rates, student payments would increase from \$22 per quarterly credit to \$33 per credit, which is only an increase of \$11 per credit. So while there is a reduction in the waiver, it's not a substantial reduction when you really translate it into dollars and cents.

I'm really tickled that we were able to retain the apprenticeship waiver because there was a lot of discussion that would have said we needed to take it out. When you start looking at needs-based approaches and so forth, you know, the apprenticeship committee does pretty well when you weigh it against these other populations that are receiving waivers.

So I think we did well to retain the waiver. And I think this will help to level the playing field with regard to how community colleges and technical colleges deal with the contract and so forth. Needy apprentices will be eligible to receive financial aid as well. So if it puts someone in a real bind, they will be eligible for financial aid.

When we put this at the college, this will enable us to clean up the language around graded. And indeed all apprenticeship work that meets college rigor will be able to be assigned appropriate credit, which is what we should be doing.

Mr. Woods thanked Jim and Rebecca Rhodes for all the work during the interim. they had a lot of meetings and a lot of work. We shared the attendance at the higher education committee yesterday.

He commented that one of key things, I think, Jim, that the apprenticeship community's concerned about is the fact that already the apprenticeship community, both from the workers and the apprentices and the businesses, invest tremendous amount of money into the system. And I think that the challenge that we've tried to present to the legislature and those folks that are involved with it, if you look at it just on the waiver side, it seems like a small amount of money.

But when you look at it for the amount of investment that the management and employees put into it compared to the investment from the state, it is so great, that comparison. And this is one way where the state has been able to put some assistance into the apprenticeship arena. And it is a challenge at times. Where do you invest that money?

So that is something I think that will continue to be an issue for us, to work with you on that. Because we want to ensure that as apprenticeship expands, we keep those limited incentives that we do have and don't lose them.

Mr. Crabbe acknowledged Patrick had a very good point. And he would also like to add that the state board continues to commit to dedicating 10 percent of any enrollment growth received from the legislature earmarked for apprenticeship. So we have a 450 FTE pool, and we will continue to increase that pool as we receive enrollment increases from the legislature. So we're going to stand by that pledge.

Workforce Training and Education Coordinating Board

Ellen O'Brien Saunders, Executive Director of the Workforce Training and Education Coordinating Board reported that she was very interested in the conversation that occurred earlier. We're involved in watching the discussion about waivers. We agree with Patrick that we don't want to remove any of the small number of state funded incentives to grow the apprenticeship program, and I wanted to concur with the remarks that were carried from Paul Trause. The director of that apprenticeship has demonstrated results. We know that. We're the ones that sort of talk about the results of the apprenticeship program.

But I also wanted to recognize the creativity in the apprenticeship community over the last several years in expansion of the apprenticeship programs in some nontraditional areas, specifically healthcare. This is an area where people have really moved forward, and this council has acted very expeditiously to approve apprenticeship programs in healthcare, which has logic to it, but it is a new way of doing business.

The session has started and we know that it will be fast. There's not a lot of money, but there will be a lot of activity in the next 57 days. The board's priorities are to support the Governor's budget that he invests in the general enrollment increases, as well as some increases in high demand fields in higher education.

We are interested in supporting the legislature as they draw attention to the dropout rate here in Washington State. On average, 66 percent of any 9th grade class will graduate on time with their class, which leaves 34 percent of young people who do not. This is a labor-market and a labor-force issue for the future, and definitely is an issue for any program that has a skill and academic standards for entry, such as apprenticeship. We are beginning looking past the session to the future. We're beginning our work on our new version of High Skills/High Wages. We are not going to change the name. We're still committed to a high wage strategy for Washington State. And I'm very interested and the board's very interested in moving from our recommendations and our thinking around apprenticeship and pre-apprenticeship in the 2002 version to the 2004 version.

What is the next frontier for growing apprenticeship programs? I'm particularly interested in the pre-apprenticeship strategies because of the pressure in the building and construction trades due to retirements. I want people's thinking about stability of funding, access, state coverage, and those kinds of strategies. I want to thank you for your hard work, thank you for the support that you give the workforce board, alert you to the state conference that will be next October, October 8 and 9, put it on your calendar. Thank you very much.

Council member Nichols had a question for Ellen – I believe that the apprenticeship system demonstrates something that the workforce board is really interested in, which is a combination of labor and management contributing to the success of the people that they train and employ. I further believe that we have demonstrated the ability to deliver and that, in fact by your own analysis -- and we thank you for that so much because it's been so useful for us to have that -- that we produce folks that make more money than anyone else.

I think that what I would like to see is some ability for us to be able to access funding through WDCs. That would in some way help the community, the apprenticeship community, in this time of whittling of our resources, to make sure that we are able to continue to expand. And I think that as we look at various options for funding, there's one right in front of us, which would be through workforce development councils and through your assistance.

How could we better access that system? Because at this point -- and you could correct me if I'm wrong -- I don't believe that we access it very successfully.

Ms. O'Brien-Saunders told Council member Nichols that she would be happy to talk with her and to look into the question, absolutely, and see what the situation is and what opportunities there are. Maybe part of the issue for us is to make sure that the workforce councils, all the members, not just the labor members, if you will, really understand what apprenticeship is and appreciate its benefits. I mean, that's probably the starting point.

Council member Nichols further commented that we really appreciate that opportunity. If we could have some kind of organized effort in that way, I think it could be very useful to the apprenticeship community. I know that we struggled to do that in a variety of settings with One-Stops and working with the system. But in recognition that this group actually does exactly what workforce development councils ask other people to do and we already are doing it, where is the reward? Or where is the incentive for us to continue to do that?

And in particular, to expand into nontraditional areas, which are so important for bringing up wages for folks in healthcare and in service industries, what will be the incentive for the apprenticeship system to cooperate in that effort when there's a pot of money, which will have to be distributed to more and more people?

It is, again, a double message of what are we supposed to do. I really appreciate Jim Crabbe and his efforts to hang on to the money that we do get. But we are going to be increasingly pushed to battle for a small amount of dollars. And I think that, in particular, for the expansion of apprenticeship, this is going to not be good for the system.

Ms. O'Brien-Saunders voiced her appreciation of Melinda's comments.

Council member Crane told Ellen that Melinda and she would be happy to meet with her and talk about options.

Ellen agreed and was sure that there would be others in the room as well.

Employment Security Department

Jess Wilson reported that there's been some good conversation thus far regarding funding and talk about, at least initially in this last piece here, the One-Stop delivery system. Employment Security is proud of the fact that they have been able to partner with those -- the local systems and the One-Stop delivery system when it comes to the apprenticeship idea. We look at some of the funding that come through, and maybe the -- worker funding and any type of discretionary funds.

We always look at what can the apprenticeship community benefit from that as well. We look at some of the projects we have going around statewide right now, whether it's in Pierce County, the Get Electrified Project. It's slowly winding down. Maybe some other things up in Whatcom County, when it comes to the marine industry that employs the trades, the carpenters, the electricians, et cetera. We continually look for opportunities to address the apprenticeship need.

And we also are looking at -- well, we're in between, and we're in the planning stages right now. When I looked at the last quarter, we looked at the 503 incentive grant money, what that might mean. So that's just starting to get geared up right now.

I wish I had more to report out. My list is very short. But I do look forward to the next quarterly meeting to talk about what is going to be on the horizon when it comes to funding as well as how we can incorporate the apprenticeship programs statewide.

We do look forward to managing the partnership when it comes to the One-Stop delivery areas. One of the things we've been fairly successful at is our apprenticeship website. Over the past year we had over 14,000 applications for additional information through our website that went directly out to apprenticeship programs. Over 14,000. We think that's very successful. And it's embedded into our One-Stop delivery systems. More and more those systems are starting to make reference to apprenticeship programs because it's being introduced at that local area.

The last thing is that I just wanted to report out that some of the top trades of interest that we've found on the website was electrical, carpenter, sheet metal, and plumber, automotive, painter, masonry, and machinist. Those were some of the top hits we received statewide as far as job seeker the people that are looking for careers. That's some of the top hits.

Apprenticeship Training, Employer, and Labor Services (ATELS)

Anne Wetmore, Washington State director for the U.S. Department of Labor ATELS had several items to talk about.

The new and emerging apprenticeship program committee that we had been having every Wednesday afternoon. After the other three afternoon meetings, we decided was a little too much to have four meetings in a row. So we decided to have that meeting in late February. That will be out on the website for the exact date and place. It will probably be at the L&I office either in Seattle or Tukwila, but we will be letting you know about that for those of you interested in attending. I had several people that had asked me about it, so they're wanting to come. But we will be having that in February.

One thing I wanted to let you know, too -- and this is good. It kind of follows on the Employment Security Department report -- is that in the U.S. Department of Labor ATELS, national office brought about 20 states together with the Workforce Investment Act person, one of the key people in the state, and the federal apprenticeship state directors for apprenticeship together to come -- about 20 of us -- to come together to talk about how we can better integrate apprenticeship into our workforce investment system.

Kathy DiJulio from Employment Security and myself went. Nancy Mason was unable to attend because of prior commitments. And we spent about three or four days in lovely Orlando, Florida. And we were able to really talk -- find out what we're each trying to do and how we can better work with apprenticeship in the workforce system. Came up with some good ideas from that meeting, came back and talked with Patrick and Nancy, with Kathy DiJulio and myself, talked with the Governor's office. And we had some things that are coming out of that. And in April, I'll go ahead and tell you some of those point by point, action plans from that. But a couple of other things is having apprenticeship be involved in more of the annual -- the annual conferences, just like dislocated workers, and to have apprenticeship more visible at the state level and also in some policymaking decisions. And also in working with the Governor's office, I'm trying to find some money for apprenticeship that would be totally dedicated to apprenticeship funding. And we've had meetings on that, but I'm not going to say anything about it until we see something for sure that comes out of that. But we've had real positive results.

The other thing I'd like to talk about is, Washington State is one of the five pilot sites for CAEL, a CAEL grant, which is the center for -- the Council for Adult Experiential Learning. The U.S. Department of Labor gave them some money to have five pilot sites around the country to try to set up career lattices that -- using the apprenticeship system. We have hired the site coordinator for Washington State, and I would like Danielle Jackson to stand up so you can see her.

We're excited to have Danielle. She was working with the Pierce County WDC and helped with the development of the Multicare CT/MRI apprenticeship programs that you approved recently. So she is heading up the CAEL project in Washington State.

And we've been meeting with different employers and labor organizations and -- to bring people on board that will either do a CNA apprenticeship that would take someone either from a worksource system, someone that was an unemployed worker, take someone from there, or, say, a housekeeper that wanted to move up a career ladder and put them in a CNA apprenticeship program that would bring them up to having their CNA license, but also go into a specialty.

The CNA by itself is not apprenticeable, but if you have specialties like specialties in geriatrics or dementia, pediatrics, that is something that some of our employers have said they'd like to have additional training in. And we see apprenticeship being able to help the employers get the skilled people they need in those positions, and it will help the workers be able to go up the career ladder. And they make a higher wage, too, by being able to do that. And then having an apprenticeship for LPN so they can also go really from, say, a housekeeper to a CNA, to a specialist, to an LPN all through apprenticeship and be able to just be taking the college credits. So we are excited about that. We're making progress on that. Which leads me to my last item.

The one thing the CAEL project gives us is working with this national pilot, and we have the ability to hire Danielle. But we don't really have any other money to help actual people doing this that we're asking them to change around the employers and also the apprentices paying the tuition and things like that. So just the last couple days our Alaska state director, John Hakala, who -- Nancy Mason and myself have worked with John on other different projects. Anyway, they're doing some really cool things in healthcare, such as developing the surgical technician apprenticeship program with Providence Hospital, which, of course, we have Providence here in Washington state.

John has asked if Nancy and I -- if we would like to go in with him on a joint Alaska-Washington joint partnership between the two states, that said partnership looking at rural and urban healthcare apprenticeship development that would actually bring money into our states to where we'd actually have it going to the people that do the work and the apprentices and the employers and people to help them build the staff and that type of thing.

I'm asking the Council if you would be in us going forward as a way to possibly get money for our state for apprenticeship. And you don't have to do anything but say, "Go forward and explore this and see." So that's what I'm asking the Council, if they would like us to explore this. We've got a very quick turnaround time, but Nancy and I can work very closely with John. I'll be meeting with him on Monday morning.

Council member Nichols commented that the Council would be happy to make a motion to that effect. And also just to say you've been extremely creative, as always, in trying to get money. And I'm really grateful we have a person, even though we don't have money to go with them, I mean, that person's energy and efforts, I know that we will be supportive of her as well. But I really appreciate your energy and your creativity in trying to get these partnerships together and get grant money for the State of Washington.

M/S/C that the WSATC support the SAC/BAT partnership in applying for grants to be used for expansion of apprenticeship.

Office of Superintendent of Public Instruction – none

Higher Education Board

David Crutchfield, from the state-approving agency of the Higher Education Coordinating Board, who specifically works in the area of veterans and military education, reported that the SAA is responsible for providing outreach and assistance to apprenticeship programs that are

interested in being approved for the use of veteran's education benefits. Currently the SAA works with 132 apprenticeship programs and supports their efforts in military education.

During today's Council meeting, the state-approving agency will provide a technical assistance table in the lobby area for those programs that are approved and for programs that are interested in gaining approval for veteran's education.

Labor and Industries Affirmative Action Advisory Committee

Peter Guzman, recently appointed co-chair of the Labor and Industries Affirmative Action Committee, reported that before he give his report of yesterday's meeting, he, too, would also like to put in a plug for the Pierce County Workforce Development Council as being an entity that has utilized some funds to support apprenticeship and pre-apprenticeship programs in Pierce County. Through the sectoral approach, we have identified construction as an area of -- high-wage demand area. And we have funded some programs in Pierce County that have been highly successful.

So I'm sure Ellen is quite familiar with our programs in Pierce County. And if she needs any assistance from Colin Conan (phonetic), the executive director, or any board members, I'm sure we'd be able to provide you that information.

The speakers yesterday that we had for the affirmative action committee consisted of Bonnie Blake from Department of Transportation. She provided us with information on an east-west TERO partnering session that will be held February 10th in Tacoma and February 12th in Spokane. For those of you who are not familiar with TERO, it's the Tribal Employment Rights Office. It's an Indian preference program that provides opportunities on construction projects for Native Americans.

And the purpose of this one-day conference is to dispel myths of cultural differences, to bring together stakeholders, like contractors, tribes, Washington State Department of Transportation, unions, ATELS, and apprentices, to get together to develop some long-term goals and just to become familiar with one another.

As many of us know, the Native American tribes have a lot of construction in Washington State, and there's an opportunity for a lot of apprentices to be able to work on those projects. So the Department of Transportation has taken leadership role to bring the various parties together to see how the apprenticeship system, contractors, community based organizations, and others might be able to work together so that we might get some people on these projects, of which Native Americans do have preference.

And I do have some fliers if anyone is interested in receiving more information about this partnering session. The other two speakers unfortunately were not able to attend, and hopefully we'll get them on the agenda at the next quarter. I plan to have some speakers come to this committee and speak to us about pre-apprenticeship, pre-employment so that we can bridge the gap of people that would like to access apprenticeship and hopefully provide the apprenticeship programs quality workers that will hopefully journey out and replace the aging workforce that we all hear is coming.

Labor and Industries Apprenticeship Retrieval Tracking System (ARTS) Upgrade

Michael Thurman, Labor & Industries Apprenticeship section, has been the ARTS person for the last two years, reported that we've been trying to upgrade our apprenticeship and retrieval system. We've been making it -- as of six months ago, we went on-line with our database. We're still in the process of modifying it. We're making improvements on a continuous basis. We have our public link out there.

Anyone can now go out and access information on the apprentices for their programs individually, currently, or about their programs directly, their mailing addresses, programs, that type of information. We're hoping to have all our data up and corrected by the one-year date.

It's between the processors, there's basically only two of us doing most of the updating of the information that's in the system. We have -- in the back of the room I put out some fliers with the new website address so that people can go directly to the information and look up data if they want to.

Also I would like to say that as of 1 January Labor and Industries has updated their website. There's totally new links for those, and those links are also in the back of the room. There's some important links in there regarding apprenticeship calendar, the actual apprenticeship home page, and where you can actually get the direct links to the ARTS web.

We're still working on it. It's getting better. We encourage any comments from the employers or programs or anybody else who just happens to go out there and they want to provide some input on it. We appreciate it, and it helps us to make a better website.

Council member Crane wanted to know about some of the data, and if the database is also supposed to be covering OJT data for the apprenticeship programs. She wondered how well ARTS is doing in being able to collect that data? How far along are is it? To be real specific, on the OJT data, she's wondering what percentage of the programs have got current data in ARTS in OJT. How are we doing there, the OJT hours? How much are you getting from the programs?

Mr. Thurman replied that the data is current. He wasn't exactly sure it's specific because we only have one OJT program and the other plant. The data we have in there is current as what the program has given. We're getting a lot of information, and we're getting a lot of support from the programs. The programs are actually going out and looking at the data, and they're coming in and telling us, "This is incorrect, or these people should be cancelled."

We're also finding we are actually getting our data up to date. And it's helped a lot that people have that direct access to it now, that helps greatly. It's a lot more work for us, but it's making a lot better database and a much higher accuracy level.

M/S/C that the Council request all programs turn in their apprentice work hours, elated instruction hours, and other data that has been requested by the Department as part of the upgrade from the old automated ARTS to the new automated ARTS.

General Administration, State of Washington

Maris Grobins, representing the Division of Engineering and Architectural Services, the Division of General Administration, reported:

Our responsibility is to administer construction contracts for a number of construction projects for a variety of state agencies across the state.

I'm going to be referring to this kind of gold sheet, and I want to refer to the section -- the side that has the construction projects that were completed. And I want to report that the 14 projects that were in excess of \$2 million in construction costs, we had achieved an apprenticeship participation of 17.17 percent, which is in excess of 10 percent and 12 percent that was required. So I think that's good success there.

And on the other side of the page represents 24 projects that are currently in construction, and we are currently achieving -- because we asked the contractors to provide us on a cumulative basis each month when they ask for payment what their participation is and the hours of the apprenticeship program. We are at 18.41 percent, and by the time these projects get completed, I think we will have a greater number of participation than the 18.41 percent. And this year when we bid out projects in 2004, the executive order requirement has been lowered to \$1 million dollars and above; that's 15 percent. So I think we'll have -- obviously, we'll have more projects to report on and greater participation.

Council member Kaiser wanted to know what kind of a reaction do you get from the contractors in regards to their having to meet this requirement?

Mr. Grobins said that it's very positive. My direct feedback has been that, really, they haven't changed the way of doing business, that this has been available to them all along. And that pretty much the standard way of doing business is that they use apprenticeship to this level, so...

Council member Schrader wanted to know how are they arriving at those numbers? Because some of these projects that he looked at -- he's a contractor in Spokane, and are they asking the subcontractors if they're utilizing apprentices? Because he has never been approached about it. I've done -- some of these projects I've actually done, and I have never been approached about our apprenticeship utilization on them. So I just was questioning the numbers.

Mr. Grobins said it's a 12-percent overall requirement. It will be 15 percent this coming year. The general contractor spreads that out amongst all the subs, from the site work down to the painting and carpenter areas. And they, on a monthly basis, give us a report, certification of utilization, and it comes in with a payment request. Council member Schrader needs to get that general contractor and ask them why don't inquire about apprenticeship utilization, because these numbers would be much higher.

Council member Crane asked about the reporting format and the requests. Since we're looking at percentage of labor hours, what would be very helpful in reporting -- and there might be a way to do that so that we don't need a stronger magnifying glass -- would be to actually look at the percentage out of that, the overall apprentice utilization on a project, to look at the percentage, male percentage, female, of the labor hours as apposed to bodies.

Mr. Grobins offered to take that back to GA.

Council member Link had one question, and I don't know how you do it. Alan Link. The overall apprenticeship, we had an experience where we had an apprenticeship -- they met the numbers, but they were all in a couple of trades. They weren't across the spectrum. And we're talking about the Duwamish remodel.

How does your department follow whether the apprenticeship guidelines are through the rest of the trades?

Conceivably you can get the numbers, but just utilizing the apprenticeship trades rather than using them all.

Mr. Grobins told him that was correct. And our mandate does not differentiate between whether we ask for each and every trade or specific trades. It's just an overall compliance by the general contractors with whom we have the contracts. They figure out how they're going to comply with the overall requirement, minimum requirement.

Council member Johnson asked that as far as what's been the administration's, sort of, overall -- how easy has it been for the administration to administer this program? Has everything sort of fallen into place? I mean, is it running pretty smoothly as far as gathering information from the contractors any impact that it's had on -- that the executive order's had on offices, on the GA's offices?

Mr. Grobins replied that of course, there wasn't any money associated with the executive order requirements; so we've had to kind of redirect or resources. But what we've done is we've -- we've -- in the general conditions -- supplemental conditions we have a page and one-third description of what the contractors must comply with. We have this as an agenda item at every construction meeting. We get the reports every month, basically on a monthly payment request process, and then we put that information. So we are tracking this. This is a high topic of discussion with the general contractor that we have a contract with. And I think it's been going very well. It's just been a successful program. GA's office feels things are working smoothly, and the tracking system works well, and all the pieces are in place.

Oregon State Apprenticeship and Training Council - none

Washington State Coordinators' Association

William Bowser, current chairman of the Washington State Coordinators' Association, reported:

At our meeting yesterday at one o'clock, we welcomed Karen Carter, new Apprenticeship Coordinator II, to the department. She gave a report on the status of the ARTS system, as Michael did today.

Lee Newgent reported for the Western Washington Coordinators' Association. Western Washington Coordinators' reviewed the RSI forms that are in the process of being revised, and

perhaps a policy revision to compare current RSI with submitted RSI so that we can determine, as Jim mentioned, that's reasonably consistent with current standards. Also made some recommendations towards the Affirmative Action and Retention Subcommittee, some ideas on how to gauge retention and perhaps set some standards for retention.

Chuck Danner gave a report from the Eastern Coordinators' Association. They had an election. And Pete Nicacio with the plumbers will be the new chairman for Eastern Washington, and Kevin Managhan will be the secretary.

Pat Ward, program manager with the State Board for Community and Technical Colleges, talked to us about Jim's information from this morning, and then certainly talked about that house bill and RSI form process.

Secretary, Washington State Apprenticeship and Training Council

Mr. Woods reported that he wanted to emphasize on a couple of things moving into the last year of the administration. It is our intention to finish strong in apprenticeship. You've heard a lot of issues during the last few moments on how apprenticeship has changed. That is due to your hard work, and we want to continue the support for all of the major achievements that you have accomplished.

In regard to that, there's two items I do want to highlight. One is to welcome Mr. Rick Schrader. Thank you for coming to the apprenticeship council. We have a lot the applicants for this position, but we are tremendously fortunate to have somebody of your capability and commitment to apprenticeship. Welcome to the Council.

In addition, we have Karen Carter as our new AC II, which is really Nancy Mason's right-hand person. When I heard of this news and we approved this appointment, I sent out the message that this is an indication of the commitment of the agency to apprenticeship, but also that we are so fortunate to have somebody of the recognized caliber as Karen coming on to the staff of L&I.

I believe that we are a model not just for the State of Washington in training. But as you look at the activities across the nation, more and more people are turning to Washington to find out: How are you doing this? And how are you accomplishing these issues?

Finally, regarding legislation, there was a hearing yesterday. I would like to thank the Council members that attended. I think it was pretty clear to everybody who attended that hearing that apprenticeship is front and center and on a lot of folks minds as to how we can improve the training system in the State of Washington. We had some tremendous accolades from an array of folks that attended, and the evaluations on apprenticeship, again, it came out as top of all of the training programs.

Regarding finishing strong, we intend to ensure accountability and compliance. That is the commitment of the administration in that arena, and we will continue to do that. As apprenticeship opens up, we want to make sure of the standards, and it's a level playing field for everybody.

The RGA colleagues, I wanted to thank you for coming and sharing. You are a model of cooperation with the agency, tremendous support from general administration and how to administer this program. When we envisioned this four years ago, there was a lot of folks that said it could not be done, should not be done. You're seeing the example of something that has been accomplished through the Governor's executive order.

WSATC Compliance Review and Retention Subcommittee

Council member Kaiser reported that the Compliance Review and Retention Subcommittee met yesterday, January 14th, to review affirmative action programs. I'll just quickly read the results of the meeting.

Eastern Washington and Northern Idaho Painters and Allied Trade Apprenticeship Committee was motioned, seconded, and carried to accept requests for a six-month extension for them, and they will attend the July '04 meeting in Vancouver.

Eastern Washington, Northern Idaho, and Montana Asbestos Workers Apprenticeship Committee, motioned, seconded, and carried to find the program in compliance by good-faith effort for 2001 and 2002.

Puget Sound Energy Company Apprenticeship Committee, motioned, seconded, and carried to take no action for 2001 due to no new apprentices and to find the program in compliance by good-faith effort by 2002 for women and by numbers for minorities. 1999 and 2002 reviews are complete. The program is encouraged to continue to work with ANEW and any other avenues. The program has begun a great job.

Seattle Area Plumbers, Housing Plumbers, Pipefitters Refrigeration, and Marine Pipefitters Apprenticeship Committee, subcommittee thanked the program for their report and encouraged them to keep up the good work.

Seattle Automotive Machinist Apprenticeship Committee, motioned, seconded, and carried to find the program in compliance by good-faith effort for 1991 -- 1999 through Reviews are completed. The program is encouraged to send out new training agent forms with letters to new employers to encourage them to hire women.

Seattle Machinist Apprenticeship Committee, motioned, seconded, and carried to find the program in compliance by good-faith effort, and the 1999-2002 reviews are complete.

Seattle Meatcutters Apprenticeship Committee, motioned, seconded, and carried to find the program in compliance for 2001 and 2002 by good-faith effort for women and minorities. 1999-2002 reviews have been completed. 2003 review will be reported on April 2004.

Washington State Culinary Apprenticeship Committee, subcommittee welcomed new coordinator, Walter Branowitz, and thanked him for taking the job.

We took public comments on the roles and responsibilities of the Compliance Review and Retention Subcommittee, and those will be considered by the Council at the next meeting.

Council member Crow stated that the written report will be submitted for the minutes of the next meeting:

Subcommittee Members Present: Reginald Kaiser, David Johnson, Anne Wetmore

OLD BUSINESS (AA Reviews):

- 1. Eastern Washington and Northern Idaho Painters and Allied Trades Apprenticeship Committee**
M/S/C to accept request for six-month extension. Committee to attend July 2004 WSATC Compliance Review and Retention meeting in Vancouver.
 - 2. Eastern Washington, Northern Idaho, and Montana Asbestos Workers Apprenticeship Committee**
M/S/C to find the program in compliance by good faith effort for 2001 – 2002.
 - 3. Puget Sound Energy Company Apprenticeship Committee**
M/S/C to take no action for 2001 due to no new apprentices and to find the program in compliance by good faith effort for 2002 for women and by numbers for minorities. 1999 – 2002 reviews are complete. The program is encouraged to continue to work with ANEW and any other avenues. The program has done a great job.
 - 4. Seattle Area Plumbers, Housing Plumbers, Pipefitters, Refrigeration, and Marine Pipefitters Apprenticeship Committee**
Subcommittee thanked the program for their report and encouraged them to keep up the good work.
 - 5. Seattle Automotive Machinists Apprenticeship Committee**
M/S/C to find the program in compliance by good faith effort and the 1999 – 2002 reviews are complete. The program is encouraged to send out new training agent forms with cover letters to new employers to encourage them to hire women.
 - 6. Seattle Machinists Apprenticeship Committee**
M/S/C to find the program in compliance by good faith effort and the 1999 – 2002 reviews are complete.
 - 7. Seattle Meatcutters Apprenticeship Committee**
M/S/C to find the program in compliance for 2001 – 2002 by good faith effort for women and minorities. The 1999 – 2002 reviews are completed. The 2003 review will be reported on in April 2004.
 - 8. Washington State Culinary Apprenticeship Committee**
Subcommittee welcomed the new coordinator, Walter Branowitz, and thanked him for taking on the job.
- ❖ Public comments on "roles and responsibilities" of the Compliance Review and Retention Subcommittee were taken.
- M/S/C to approve.

WSATC Tribal Liaison Subcommittee

Council member Kaiser reported that, the Tribal Liaison Subcommittee met for the first time on Tuesday, December 16, 2003, at the L&I building in Tumwater. All members were present.

Several guests were also present. These included Ron and Raynette Finkbonner of the Lummi Nation, who were present to discuss programs for the Reservation, Kathy Pierre of the Northwest Indian College in Bellingham, Washington, and Lisa Pemberton of L&I, who is a registered tribal member in her own state of Minnesota.

Since this was the first meeting of the subcommittee, a good bit of time was spent discussing background to get all members on the same page. Melinda Nichols, Susan Crane, Reg Kaiser briefed the members on the reasons that the subcommittee was established.

Alice Curtis and Todd Snider, who had been asked by the subcommittee to represent them in contact with the various tribes, gave reports on their activities. They also spoke to their perception of the concerns expressed by the various individuals whom they contacted. And we found that two of the main concerns were: How does the tribe go about establishing an apprenticeship program? And secondly, should they form a federal or state program?

One of questions that -- internal to the subcommittee was how were we proceeding in terms of making contacts with the tribal decision-makers. We were uncertain as to whether we were using the appropriate process. Thus far, we have been meeting with the TEROs and giving them our speech to interest the tribes in apprenticeships. Ms. Finkbonner, Raynette Finkbonner, stated that we were proceeding in the appropriate manner, that the TEROs were responsible for bringing issues they felt had merit to the tribal leaders for consideration, and that we should continue along the same path.

Raynette then volunteered that Kathy Pierre could give a presentation on tribal culture so that we would all have a better understanding on how to conduct business with the tribes. We accepted her invitation, and Kathy will make a presentation at a future date.

Ron and Raynette Finkbonner, who are working to establish an apprenticeship program for the Lummis, brought out a number of issues that were of concern to them for discussion with the committee. And we spent a good bit of time discussing and resolving some of these concerns. Our subcommittee was not able to address all of their issues, and we agreed to meet with them on January 6, 2004, along with L&I staff to hopefully to get them started in the program.

We were not able to make that meeting because Ms. Raynette Finkbonner unexpectedly, unfortunately expired in December. And Mr. Finkbonner was not able to attend the meeting. So we will reschedule that for a future date.

M/S/C to approve.

WSATC Policy Subcommittee – none

WSATC Annual Report Subcommittee – none

WSATC Reciprocity Subcommittee

Council member Kaiser reported that on November 4, 2003, I received a letter from Mr. Kolby Hanson of the Sheet Metal Workers Union Local 66 alleging that Tyko Mechanical Limited Liability Company of Hayden, Idaho, had violated a reciprocity agreement between the states of Washington and Idaho that bars probationary apprentices from working outside their home state.

Mr. Hanson alleged that Mr. Chris Patterson, an indentured apprentice on probation, was found working alone on the job site at Fairchild Air Force Base. Mr. Hanson presented a certified payroll record that reflected that Mr. Patterson was working alone unsupervised from January 20 to 26, 2003, while the journeyman was some 60 miles away in north -- in a north Idaho shop.

Attached to Mr. Hanson's letters was a copy of Mr. Patterson's apprenticeship agreement that showed he was indentured on November 11, 2002.

I immediately contacted Nancy Mason and requested to have some of her staff conduct an investigation, and she indicated that she would do so. And I do note that the investigation was conducted. I do not know the results.

M/S/C to approve.

WSATC Special Subcommittee – none

WSATC Strategic Planning Committee – none

WSATC Tie-Breaker Committee – none

WSATC WAC/RCW Committee

Council member Crane reported that the committee has one item with which to report to the Council.

In your binders you will find a CR 102 proposal along with rulemaking and other related information on the subject of the apprenticeship program standards objection process.

This rulemaking is the result of the policy subcommittee, which has met several times to discuss possible refinements of the current apprenticeship program standard objection process.

As you may recall, that subcommittee developed a policy and form that were approved at the July 2003 apprenticeship council meeting. The Council approved the form but sent the draft policy back to the subcommittee for further review. In October at our meeting -- I'm sorry. In October the committee approved the policy. This proposed rulemaking seeks to clarify the apprenticeship program standards objection process. These changes are consistent with the current policy adopted by the Council, but proposed to establish specific time frames relating to objections of apprenticeship programs standards.

In addition, these proposed rules seek to clarify that it is the Council chair or designee that is allowed to preside over the adjudicative proceedings held before the Council. The CR 102 rulemaking is now ready for the Council's approval.

In addition, we would ask that the Council designate two council members who would be willing to preside at the February 27, 2004, rules public hearing. The public hearing is scheduled to begin at one o'clock p.m. at the Department of Labor and Industries building Room S117, in Tumwater. Thank you.

M/S/C to approve.

WSATC Members

Council member Crane had a report, and a request:

Some very exciting work is going on in King County right now with regard to the expansion of the Duwamish Center at South Seattle Community College. As many of you know, that facility has been a tired facility and has outgrown the space that's available. And a very large group of people representing industry, apprenticeship, labor unions, and local governments have been meeting together to see how we can help out.

I have a letter that I would like the Council members to approve and to sign at this council meeting that we can send in support of the effort that's going on. And I would like to read a draft letter in the record and this is to the legislature.

"Dear Senators/Representatives;

"The Washington State Apprenticeship Council is totally in support of the 'Hats 'n Boots' project, which would be located at the Duwamish Training Center, a branch of South Seattle Community College.

"The Duwamish Center, a division of South Seattle Community College, currently provides training and instruction for more than 6,000 students each year. It is a catalyst for numerous partnerships between South Seattle Community College and Seattle's industrial employers, unions and public agencies. It serves as the State's largest apprenticeship training site, providing instruction for 34% of Washington State registered apprentices.

"The Center is located in the heart of the Seattle's industrial corridor on East Marginal Way just west of I-5 and north of the King County Airport. The Duwamish Training Center serves the needs of business and industry construction, aerospace, transportation, international business, and manufacturing. In addition, the Center serves residents of Georgetown and South Park, where one of the highest concentrations of English as a Second Language residents live.

"In order to realize the potential of becoming a world-class regional training center, the challenge will be to update and expand facilities and programs. Several of the buildings on the 9-acre site were constructed in the 1930s.

“Programs are offered in Quonset huts, as well as portable, remodeled and obsolete buildings, inadequate to meet current and future training needs. Buildings need to be replaced and parking must be expanded.

"The Proposal is to expand training for construction, transportation and manufacturing; expand training in automated inventory control in support of international trade services; and create a coalition of government, business, community based organizations, private enterprise, organized labor and South Seattle Community College to identify opportunities for the Duwamish Training Center. In addition, the Duwamish Training Center will develop services and programs to serve the current and future training needs of manufacturing, construction, and transportation industries.

"The first step in this plan is for the college to obtain funding to acquire approximately six acres of the property from its present owner, the state Department of Natural Resources. As the Washington State Apprenticeship Council, we fully support legislative and other efforts to assist South Seattle Community College in obtaining the necessary funds or finding other mechanisms to acquire the property to expand the excellent training already provided with the updated facilities, resources and programs to keep us competitive in the years to come.

"Thank you for your investment in apprenticeship, the economic recovery of Seattle and the surrounding region, and in the people who live, work and learn in South Seattle."

And that would be sincerely from us.

Council member Nichols reported that three council members attended a cosmetology meeting here at Labor and Industries last night. Pete Crow, Reg Kaiser, and myself had the privilege of attending a meeting where a variety of stakeholders for the new cosmetology pilot, which is a result of House Bill 2202, gathered to initiate and to continue the work on this apprenticeship program.

This pilot will impact up to 20 salons around the State of Washington to create a cosmetology program. And it is also involved with the licensing folks. This is a very innovative program that will allow apprenticeship to be a vehicle for becoming a licensed cosmetologist. We will have a motion tomorrow regarding proceeding with this program. We have already approved the program and approved the committee, and I will be making a motion to allow the committee to select the salons and proceed with this pilot.

This is a two-year program, and it is a very innovative one, and I appreciate everybody who has worked on it to make it happen. Thanks.

EXECUTIVE SESSION:

Appeals

Superior Court Cases

UNFINISHED BUSINESS:

- 1.a. Roles and Responsibilities of WSATC Compliance Review and Retention Subcommittee**
Input from Apprenticeship Programs and interested parties on what this subcommittee's Roles and Responsibilities should be (taking input at January 2004 and April 2004 WSATC meetings)

Took comments.

- 1.b. WSATC Policy/Rule/Law – Streamlining Standards' Approval Process**
Input from interested parties will be taken

Took comments.

NEW BUSINESS:

- 2. Request for reciprocity recognition to the ALASKA OPERATING ENGINEERS/EMPLOYERS TRAINING TRUST** to be recognized as registered apprentices in the state of Washington for prevailing wage purposes.

M/S/C to approve.

Proposed Committees:

- 3. CITY OF OLYMPIA PARKS, ARTS & RECREATION APPRENTICESHIP COMMITTEE**
Parks Maintenance Worker (DOT 899.261-014) 8,000 hours

M/S/C to approve.

- 4. KIMBERLY CLARK ELECTRICAL APPRENTICESHIP COMMITTEE**
Electrician, Industrial Maintenance (DOT 829.261-018) 8,000 hours

M/S/C to approve.

- 5. CONSTRUCTION INDUSTRY TRAINING COUNCIL OF WASHINGTON**
(Construction Electrician)

Section VI: Ratio of Apprentices to Journey Level Workers

M/S/C to approve with concerns by four of the Council regarding safety and misuse of apprentices and employer abuse.

- 6. CONSTRUCTION INDUSTRY TRAINING COUNCIL OF WASHINGTON (Plumber)**
Section I: Geographical Area Covered

M/S/C to conduct a special meeting to hear objections to the geographical standards issue only. This special meeting of the Council to be scheduled as soon as possible but no later than 30 days from now with proper notices to all interested parties.

- 7. COWLITZ COUNTY P.U.D. APPRENTICESHIP COMMITTEE**

Section I: Geographical Area Covered (address change only)

Section II: Minimum Qualifications

Section VI: Ratio of Apprentices to Journey Level Workers

Section VII: Apprentice Wages and Wage Progression

Section XI: Committee – Responsibilities and Composition

M/S/C to approve.

8. GRANT COUNTY PUD NO. 2 APPRENTICESHIP COMMITTEE

Section VIII: Work Processes

M/S/C to approve.

9. GRAYS HARBOR P.U.D. NO. 1 APPRENTICESHIP COMMITTEE

Section II: Minimum Qualifications

Section VIII: Work Processes

M/S/C to approve.

10. HOQUIAM FIRE DEPARTMENT APPRENTICESHIP COMMITTEE

Section II: Minimum Qualifications

Section III: Conduct of Program under Washington Equal Employment Opportunity Plan
A. Selection Procedures

Section IV: Term of Apprenticeship

Section V: Initial Probationary Period

Section VI: Ratio of Apprentices to Journey Level Workers

Section VII: Apprentice Wages and Wage Progression

Section IX: Related/Supplemental Instruction

Section X: Administrative/Disciplinary Procedures

Convert current standards into WSATC's new format

Change all reference of journeyman/men to journey-level worker/s

M/S/C to approve with update into the new standards.

11. INLAND EMPIRE PLUMBING AND PIPEFITTING INDUSTRY APPRENTICESHIP TRAINING COMMITTEE

Section I: Geographical Area Covered (grammar and address change)

Change all reference of 'indenture/d' to 'registered/d' throughout standards

Change all reference of journeyman/men to journey-level worker/s throughout standards

M/S/C to approve with update into the new standards.

12. NORTHEASTERN WASHINGTON-NORTHERN IDAHO SHEET METAL APPRENTICESHIP COMMITTEE

Section III: Conduct of Program under Washington Equal Employment Opportunity Plan
A. Selection Procedures

Section X: Administrative/Disciplinary Procedures

M/S/C to approve.

13. NORTHWEST LINE CONSTRUCTORS APPRENTICESHIP COMMITTEE

Name Change **FROM:** ABOVE **TO:** Northwest Line Construction Industry JATC

Section X: Administrative/Disciplinary Procedures

M/S/C to approve.

14. NORTHWEST WASHINGTON PLUMBERS AND STEAMFITTERS APPRENTICESHIP COMMITTEE

Revise cover sheet Skilled Occupational Objective(s) **to read:**

Rename Residential Plumber (from 'Housing') throughout the standards

	(DOT 862.381-030)	6000 Hours
New Occupation: Maintenance Plumber/Steamfitter		
	(DOT 862.281-022)	8000 Hours
Marine Pipefitter – decrease hours by 2000	(DOT 862.261-010)	6000 Hours
Plumber	(DOT 862.381-030)	10,000 Hours
Rename Refrigeration Mechanic (from Refrigeration Fitter) throughout the standards		
	(DOT 637.261-026)	10,000 Hours
Steamfitter	(DOT 862.281-022)	10,000 Hours
Section IV:	Term of Apprenticeship	
Section V:	Initial Probationary Period	
Section VI:	Ratio of Apprentices to Journey Level Workers	
Section VII:	Apprentice Wages and Wage Progression	
Section VIII:	Work Processes	
Section IX:	Related/Supplemental Instruction	
Section X:	Administrative/Disciplinary Procedures	
Section XI:	Committee – Responsibilities and Composition	

M/S/C to approve.

15. POWER LINE CLEARANCE AND TREE TRIMMERS APPRENTICESHIP COMMITTEE

Section X: Administrative/Disciplinary Procedures

Convert current standards into WSATC's new format

M/S/C to approve with update into the new standards.

16. SEATTLE MARINE ELECTRICAL WORKERS APPRENTICESHIP COMMITTEE

Section II: Minimum Qualifications

Section III: Conduct of Program under Washington Equal Employment Opportunity Plan
A. Selection Procedures

Section VI: Ratio of Apprentices to Journey Level Workers

M/S/C to approve with update into the new standards.

17. SOUTHWEST WASHINGTON PIPE TRADES APPRENTICESHIP COMMITTEE

Revise cover sheet Skilled Occupational Objective(s) **to read:**

Residential Plumber (from 'Housing')	(DOT 862.381-030)	6000 Hours
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DELETE: Housing Refrigeration Mechanic	(DOT 962.281-022)	8000 Hours
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Rename Maintenance Plumber/Steamfitter (from Maintenance Pipefitter)

Increase hours by 2000	(DOT 862.281-022)	8000 Hours
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Marine Pipefitter – decrease hours by 2000	(DOT 862.261-010)	6000 Hours
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Plumber	(DOT 862.381-030)	10,000 Hours
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Refrigeration Mechanic	(DOT 637.261-026)	10,000 Hours
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Steamfitter	(DOT 862.281-022)	10,000 Hours
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Section II: Minimum Qualifications

Section IV: Term of Apprenticeship

Section V: Initial Probationary Period

- Section VI: Ratio of Apprentices to Journey Level Workers
- Section VII: Apprentice Wages and Wage Progression
- Section VIII: Work Processes
- Section IX: Related/Supplemental Instruction
- Section X: Administrative/Disciplinary Procedures (#4, second paragraph – (i.e. C, 2.0, 70%))
- Section XI: Committee – Responsibilities and Composition

M/S/C to approve.

18. WASHINGTON CONSTRUCTION TEAMSTERS APPRENTICESHIP COMMITTEE

- Section I: Geographical Area Covered
- Section II: Minimum Qualifications
- Section III: Conduct of Program under Washington Equal Employment Opportunity Plan
 - A. Selection Procedures
- Section IV: Term of Apprenticeship
- Section V: Initial Probationary Period
- Section VII: Apprentice Wages and Wage Progression
- Section VIII: Work Processes
- Section X: Administrative/Disciplinary Procedures
- Section XI: Committee – Responsibilities and Composition

M/S/C to approve with the Department's recommendation of:

- Section I Add 'out of state' language "Applicants and apprentices please note that while the State of Washington has no responsibility or authority in the State of Idaho, the JATC will apply the same standards and guidelines to apprentices registered in the program while working in the Idaho counties of Benewah, Bonner, Boundary, Clearwater, Kootenai, Latah, Lewis, Nez Perce, Shoshone, and that part of Idaho County North of the 46th parallel.
- Section XI.E Quorum, it should be 'committee' not 'board'

19. WESTERN STATES ENGINEERS TRAINING INSTITUTE

- Section III: Conduct of Program under Washington Equal Employment Opportunity Plan
 - A. Selection Procedures
- Section VI: Ratio of Apprentices to Journey Level Workers
- Section IX: Related/Supplemental Instruction
- Section X: Administrative/Disciplinary Procedures

M/S/C to approve with the Department's recommendation of:

- Section III.2.a. Place term "exception(s)" and list all expectation to selection procedure together
- Section VI. "At the jobsite" – remove from the second line if paragraph "at the jobsite" and keep "at the jobsite or shop"
- Section X. Move "4" over to selection procedures and add address

20. WESTERN WASHINGTON PLASTERERS APPRENTICESHIP COMMITTEE

- Section II: Minimum Qualifications
- Section III: Conduct of Program under Washington Equal Employment Opportunity Plan

- A. Selection Procedures
- B. Equal Employment Opportunity Plan
- Section VI: Ratio of Apprentices to Journey Level Workers
- Section X: Administrative/Disciplinary Procedures
- Section XI: Committee – Responsibilities and Composition

M/S/C to approve with update into the new standards and of the Department's recommendation of:

- Section II. Does individual have to own transportation or just have proof of reliable transportation? Response: "Must have availability of reliable transportation, either registration or signed letter from vehicle owner (with registration for proof of ownership) for ability to use."
Where are applications to be obtained and what days/hours? Response: "Renton Technical College, by appointment (425-235-7879)" Note: Coordinator is not in office at all times and has no staff."
- Section III.A.7. Appears to be a "hunting license" after initial job for continued employment. Response: Selection procedure only applies to applicants, not apprentices. Remove all language past first sentence for revision request.
COMMENT: Apprenticeship sponsor continues to provide referrals for employment to active apprentices. However, apprentices may seek own employment, intent was to inform apprentices of requirement to accept employment from registered training agents only.
- Section VIII. Work processes – 4400 hours for "handling tools" and then 680 more hours for applications. Response: 4400 hours of handling tools refers to handling tools for training in applying variety of materials. 680 more hours is for specific and more rarely used materials.
- Section X.C. Recommend removing term "creates a potential safety hazard", or... Response: remove phrase.
- Section X.D.&E. How will these be documented and implemented? Response: Leave alcohol policy as is in standards and remove item regarding threats as RTC has school policy regarding same.

21. WESTERN WASHINGTON SHEET METAL JATC

ADD New Occupation:

Sheet Metal Test, Adjust and Balance Technician (DOT 804.281-010) 9000 Hours

Change hours to read from 6000 Hours to 5400 Hours for:

Residential Sheet Metal Worker (DOT 804.281-010)

- Section II: Minimum Qualifications
- Section III: Conduct of Program under Washington Equal Employment Opportunity Plan
 - A. Selection Procedures
- Section IV: Term of Apprenticeship
- Section V: Initial Probationary Period

- Section VI: Ratio of Apprentices to Journey Level Workers
- Section VII: Apprentice Wages and Wage Progression
- Section VIII: Work Processes
- Section IX: Related/Supplemental Instruction

M/S/C to approve with the withdrawal of the new occupation “Sheet Metal Test, Adjust and Balance Technician”

22. WEYERHAEUSER COMPANY APPRENTICESHIP COMMITTEE

Cover Page DOT change:

Industrial Maintenance Electrician **FROM** 829.281-014 **TO** 829.261-018

- Section IV: Term of Apprenticeship
- Section V: Initial Probationary Period
- Section VIII: Work Processes
- Section X: Administrative/Disciplinary Procedures

M/S/C to approve.

Cancellation Of New Apprenticeship Committees:

23. WASHINGTON STATE DEPARTMENT OF PRINTING APPRENTICESHIP COMMITTEE – PRESSMAN (Department’s Request)

24. WASHINGTON STATE DEPARTMENT OF PRINTING APPRENTICESHIP COMMITTEE – PRE-PRESS (Department’s Request)

25. WASHINGTON STATE DEPARTMENT OF PRINTING APPRENTICESHIP COMMITTEE – BOOKMAN (Department’s Request)

M/S/C to approve items 23 – 25.

Cancellation Of Apprenticeship Standards:

26. ROBERTS LAW OFFICE, P.S. (Sponsor’s Request)

27. SPOKANE AREA ELECTRICAL JATC (Sponsor’s Request)

28. STA/ATU #1015/COACH, HEAVY DUTY DIESEL MECHANICS APPRENTICESHIP COMMITTEE (Department’s Request)

M/S/C to approve items 26 – 28.

ADMINISTRATIVELY APPROVED REVISIONS:

29. THE BOEING/IAM APPRENTICESHIP COMMITTEE

Section XI: Committee – Responsibilities and Composition

Section XIII: Training Director/Coordinator

30. CHELAN COUNTY PUBLIC UTILITY DISTRICT NO. 1 APPRENTICESHIP COMMITTEE

Section XI: Committee – Responsibilities and Composition

31. CITY OF ELLENSBURG

Section XI: Committee – Responsibilities and Composition

Change name of standards to: City of Ellensburg - Gas

Convert current standards into WSATC's new format

32. CITY OF TACOMA – LIGHT DIVISION APPRENTICESHIP COMMITTEE

Section XI: Committee – Responsibilities and Composition

Section XII: Subcommittee

33. CITY OF TACOMA – WATER DIVISION APPRENTICESHIP COMMITTEE

DELETE - nothing there for Section XI: Committee – Responsibilities and Composition

Section XIII: Training Director/Coordinator

34. CONSTRUCTION INDUSTRY TRAINING COUNCIL OF WASHINGTON (construction electrician)

Section XI: Committee – Responsibilities and Composition

35. CONSTRUCTION INDUSTRY TRAINING COUNCIL OF WASHINGTON (plumber)

Section XI: Committee – Responsibilities and Composition

36. COWLITZ ASSOCIATION FOR EDUCATION OF YOUNG CHILDREN APPRENTICESHIP COMMITTEE

Section XI: Committee – Responsibilities and Composition

37. COWLITZ COUNTY P.U.D. APPRENTICESHIP COMMITTEE

Section XI: Committee – Responsibilities and Composition

38. DIRECTORATE OF LOGISTICS, FT. LEWIS, WASHINGTON AND SKOOKUM CORPORATION APPRENTICESHIP COMMITTEE

Section XI: Committee – Responsibilities and Composition

Section XIII: Training Director/Coordinator

39. ELECTROIMPACT, INC. ENGINEER TECHNICIAN PLANT APPRENTICESHIP PROGRAM

Section XI: Committee – Responsibilities and Composition

Section XIII: Training Director/Coordinator

40. FRANKLIN P.U.D. – LOCAL 77 IBEW APPRENTICESHIP COMMITTEE

Section XI: Committee – Responsibilities and Composition

41. GEORGIA PACIFIC AND THE AWPPW LOCAL #5 APPRENTICESHIP COMMITTEE

Section XI: Committee – Responsibilities and Composition

Convert current standards into WSATC's new format

42. GRAYS HARBOR P.U.D. NO. 1 APPRENTICESHIP COMMITTEE

Section XI: Committee – Responsibilities and Composition

43. GREATER PUGET SOUND AREA PRECISION SHEET METAL APPRENTICESHIP COMMITTEE

Section XI: Committee – Responsibilities and Composition

44. HOQUIAM FIRE DEPARTMENT APPRENTICESHIP COMMITTEE

Section XI: Committee – Responsibilities and Composition

45. I.E.C. OF WASHINGTON APPRENTICESHIP AND TRAINING COMMITTEE

Section III: Conduct of Program under Washington Equal Employment Opportunity Plan
A. Selection Procedures

Section IX: Related/Supplemental Instruction

Section XI: Committee – Responsibilities and Composition

46. INLAND NORTHWEST CHAPTER ASSOCIATED GENERAL CONTRACTORS CARPENTERS APPRENTICESHIP COMMITTEE

Convert current standards into WSATC's new format

47. INLAND NORTHWEST CHAPTER ASSOCIATED GENERAL CONTRACTORS OPERATORS APPRENTICESHIP COMMITTEE

Convert current standards into WSATC's new format

48. INLAND NORTHWEST MASONRY APPRENTICESHIP COMMITTEE

Convert current standards into WSATC's new format

49. KAISER ALUMINUM & CHEMICAL CORPORATION (MEAD WORKS) APPRENTICESHIP COMMITTEE

Section XI: Committee – Responsibilities and Composition

50. KENNEWICK FIRE DEPARTMENT FIRE FIGHTER APPRENTICESHIP COMMITTEE

Convert current standards into WSATC's new format

51. LAKEVIEW LIGHT & POWER AND IBEW LOCAL UNION #483

Section XI: Committee – Responsibilities and Composition

52. MASON COUNTY PUD #1 APPRENTICESHIP COMMITTEE

Convert current standards into WSATC's new format

53. NORTHWEST LINE CONSTRUCTORS APPRENTICESHIP COMMITTEE

Section XI: Committee – Responsibilities and Composition

54. NORTHWEST WASHINGTON ELECTRICAL INDUSTRY JOINT APPRENTICESHIP AND TRAINING COMMITTEE

Section XI: Committee – Responsibilities and Composition

Section XIII: Training Director/Coordinator

55. NORTHWEST WASHINGTON PLUMBERS AND STEAMFITTERS APPRENTICESHIP COMMITTEE

Section XI: Committee – Responsibilities and Composition

56. PACIFIC POWER & LU 125 JATC, SUBSTATION WIREMAN

Section XII: Subcommittee

57. PACIFIC POWER & LU 125 JATC, METER TECHNICIAN

Section XII: Subcommittee

58. PACIFIC POWER & LU 125 JATC, LINEMAN

Section XII: Subcommittee

59. PHYSICAL THERAPY NORTHWEST APPRENTICESHIP PROGRAM

Convert current standards into WSATC's new format

60. PIERCE COUNTY MEATCUTTER APPRENTICESHIP COMMITTEE

Section XI: Committee – Responsibilities and Composition

61. PIERCE COUNTY ROOFERS APPRENTICESHIP COMMITTEE

Section IX: Related/Supplemental Instruction

62. PORT OF TACOMA APPRENTICESHIP COMMITTEE

Section XI: Committee – Responsibilities and Composition

63. PUGET SOUND ELECTRICAL JOINT APPRENTICESHIP AND TRAINING COMMITTEE

Section III: Conduct of Program under Washington Equal Employment Opportunity Plan
A. Selection Procedures

Section XI: Committee – Responsibilities and Composition

64. PUGET SOUND ENERGY COMPANY APPRENTICESHIP COMMITTEE

Section XI: Committee – Responsibilities and Composition

65. SEATTLE MARINE ELECTRICAL WORKERS APPRENTICESHIP COMMITTEE

Section XI: Committee – Responsibilities and Composition

Section XIII: Training Director/Coordinator

66. SNOHOMISH COUNTY P.U.D. NUMBER 1 APPRENTICESHIP COMMITTEE

Section XI: Committee – Responsibilities and Composition

Section XII: Subcommittee

67. SOUTHWEST WASHINGTON PIPE TRADES APPRENTICESHIP COMMITTEE

Section XI: Committee – Responsibilities and Composition

68. SPRINKLER FITTERS APPRENTICESHIP STANDARDS

Section XI: Committee – Responsibilities and Composition

Section XII: Subcommittee

69. WASHINGTON PUBLIC SCHOOL CLASSIFIED EMPLOYEES APPRENTICESHIP COMMITTEE

Section XI: Committee – Responsibilities and Composition

70. WESTERN STATES ENGINEERS TRAINING INSTITUTE

Section XI: Committee – Responsibilities and Composition

71. WESTERN WASHINGTON MASONRY TRADES

Section XI: Committee – Responsibilities and Composition

72. YELM SCHOOL DISTRICT #2 APPRENTICESHIP COMMITTEE

Section XI: Committee – Responsibilities and Composition

M/S/C to approve items 29 – 72.

GOOD AND WELFARE

Tony Lewis, Training Director Southwest Washington Electrical JATC. In regards to the ratio, again, I just wanted to reiterate that we wanted to make sure the training opportunities are real and not employer driven. And now that we have the ratios, I think the Council needs to take a serious look in regards to doing away with the trainee card and make it so that they're either a journey-level employee or an apprentice if we are to promote apprenticeship and wanting it to grow. Thank you.

Nancy Mason announced that there will be a hearing next Wednesday morning at eight o'clock on the Apprenticeship Utilization Bill. It is House Bill 2439, providing the apprenticeship utilization requirement on public works. It will be in the John L. O'Brien Hearing Room C.

Council member Johnson, the Council would respectfully request that at the quarterly meetings, but before the next one, that the Department advise the Council in writing of the status of any of the decisions made concerning appeals from the previous meeting and also advise the Council of its authority to enforce its decisions, i.e., if a -- an apprentice is reinstated into a program, the Council would like to be advised as to when they were reinstated, and -- well, first off, if they were reinstated, when they were reinstated, and what the sort of progress report on that is, and if not, what the Council's authority is to enforce its decisions to make that reinstatement happen. A request from the Council to the Department that that be done.

Council member Crane supports that request. But considering that we do not know the status of a number of the cases that we resolved in the last couple of years, I would request that the Department go back and look at these, too, and give us information on what's happened there.

Council member Johnson affirmed that would be great. Just to get an overview of what our progress is, and -- sort of a compliance issue.

Council member Crow asked the Department if they could do that for them

Nancy Mason told the Council, yes, we can and that she considers it a directive right now.

Council member Nichols made a motion regarding the cosmetology pilot. The cosmetology pilot program is one that the Council is responsible for. That pilot includes a selection of 20. That it has 20 sites, and it's the Council's responsibility to select those sites. Obviously, I don't know that there's a lot of expertise in selecting salon sites on the Council itself.

M/S/C that The Washington State Apprenticeship and Training Council will give their authority to choose the 19 pilots, pilot training sites, for cosmetology to the registered apprenticeship committee, and they will go ahead and oversee the apprenticeship program along with the one other existing apprenticeship program.

Anne Wetmore shared that there are over 50 comments and signatures of people, well-wishers for Val Smith that I will be taking to Local 81 this afternoon.

Representative Steve Conway and the Seattle Meatcutters JATC will be taking the meritorious service award plack. And I have four cards all filled out with all kinds of wishes for Val. Thank you very much. This will mean a whole lot to him because he really is such a wonderful person and a great role model for what apprenticeship is all about.

Council member Kaiser expressed that the Council thanks her as well for taking care of this matter for us. We appreciate it very much.

Chairman Crow had one more item for the Council. He would appreciate a council member making a motion that we make a slight agenda adjustment beginning at our next council meeting that the executive session shall be the first item. That way, when we call the meeting to order, we'll have continuity of the meeting and not be having to break where people don't know when the time is we're going to reconvene.

M/S/C to move the EXECUTIVE SESSION to the first item on the agenda, starting with the next Council meeting.

DATE AND LOCATION OF NEXT MEETING:

**APRIL 15 – 16, 2004
BEST WESTERN LAKEWAY INN & CONFERENCE CENTER
714 LAKEWAY DRIVE
BELLINGHAM, WASHINGTON 98229**

FUTURE MEETING SITES:

JULY 2004	VANCOUVER
OCTOBER 2004	SPOKANE
JANUARY 2005	TUMWATER
APRIL 2005	CHELAN

ADJOURNMENT – THURSDAY MORNING SESSION 2:56 p.m.

ADJOURNMENT – JANUARY 2004 WSATC MEETING 9:30 a.m.